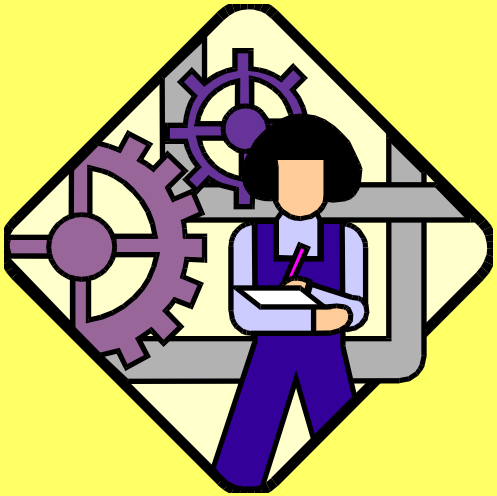
# New Orleans District EEO Workshop

US Army
Corps of Engineers



## Understanding The EEO Program

29 January 2003

Gonzellas E. Willi

# The Cold Within

Six humans trapped by happenstance
In black and bitter cold
Each one possessed a stick of wood,
Or so the story's told.

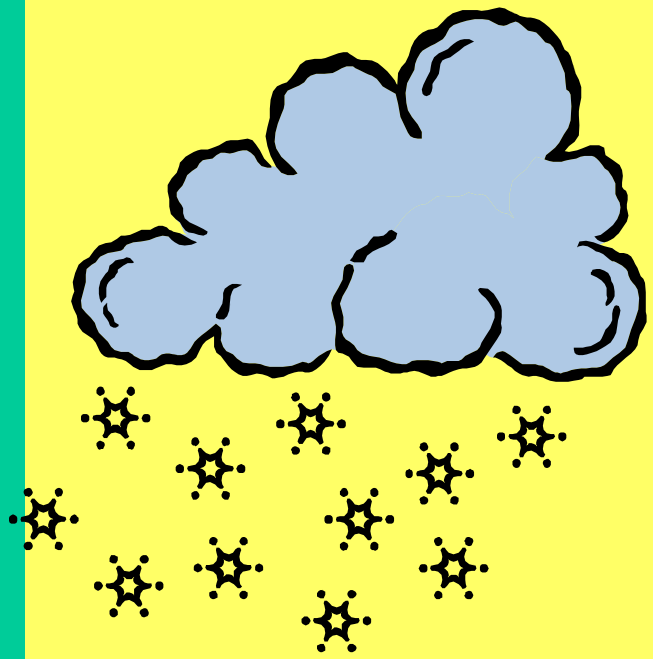
Their dying fire in need of logs,
The first woman held hers back,
For the faces around the fire
She noticed one of them was black.

The next man looking cross the way
Saw one not of his church,
And couldn't bring himself to give
The first stick of birch.

The third one sat in tattered clothes
He gave his coat a hitch.
Why should his log be put to use
To warm the idle rich?

The rich man just sat back and thought
Of the wealth he had in store,
And how to keep what he had earned
From the lazy, shiftless poor.

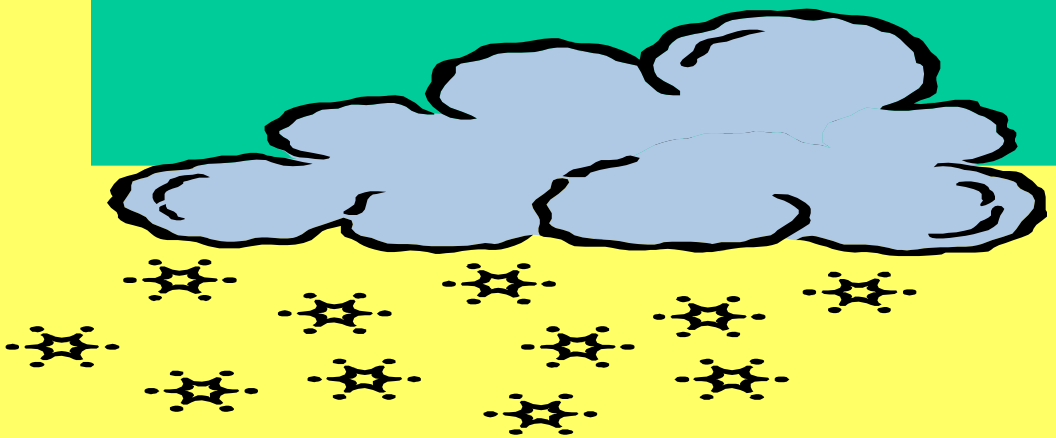
The black man's face bespoke revenge
as the fire passed from his sight.
For all he saw in his stick of wood
Was a chance to spite the white.



# The Cold Within

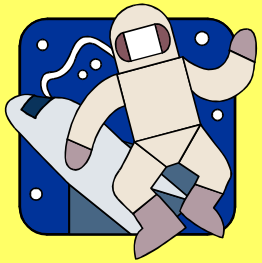
**And the last man of this forlorn group**
**Did not except for gain.**
**Giving only to those who gave**
**Was how he played the game.**

**The logs held tight in death's still hands**
**Was proof of human sin.**
**They didn't die from the cold without**
**They died from the cold within.**



# Overview

* What Is EEO



*Affirmative Action

*Special Emphasis Programs

* Diversity

* Complaint Process

# Equal Employment Opportunity (EEO)

**The right of all persons to work and advance on the basis of merit, ability, and potential, free from social, [illegible], or institutional prejudice and discrimination.**

**CLASSES COVERED**

* RACE
* COLOR
* RELIGION
* SEX (SH)
* NATIONAL ORIGIN
* REPRISAL
* AGE (40+)
* DISABILITY

**SH (Sexual Harassment)**

# AFFIRMATIVE ACTION

**A tool to achieve equal employment opportunity.**
**A program of self-analysis, problem identification,**
**data collection, policy statements, and elimination of**
**discriminatory policies and practices, past and present.**

**GOALS**

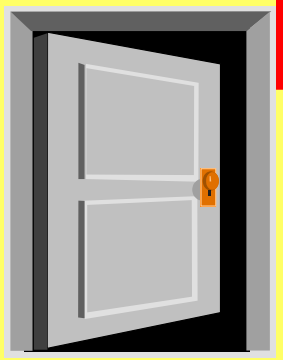
**TIMETABLES**

**QUOTAS**

**UNQUALIFIED**

***REVERSE* DISCRIMINATIO**

# AA OBJECTIVES



* Increase Representation

* Target Recruitment

* Analysis of Barriers

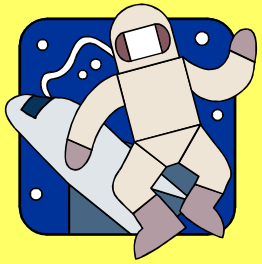
* Remove Barriers

# Special Emphasis Programs

- Federal Women's Progra
- Black Employment Progr
- Asian American/Pacific Is Program
- Native American Progra
- Hispanic American Progr
- Individuals With Disabili

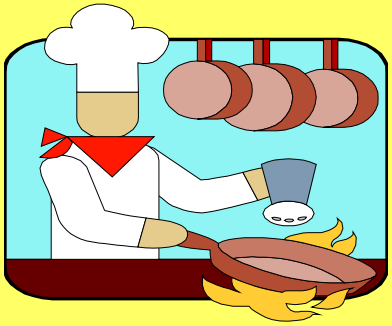
# What Is Diversity?

* Differences



*Includes Ways People Are Differe

* Beyond Race/ Gender

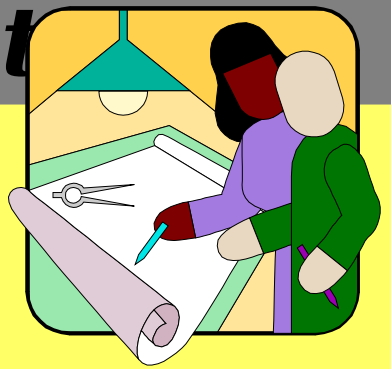


# Dimensions of Diversity

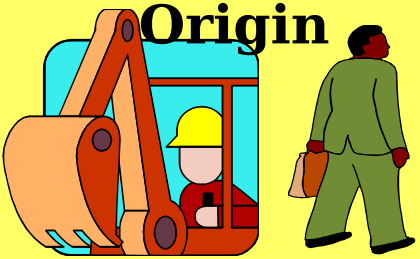
## *Broad Definition of Diversity*

**Geographic Origin**

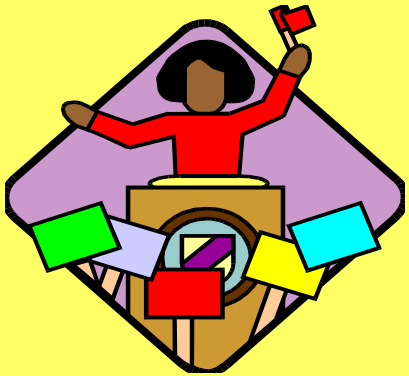
**Education**



**Grade Level**



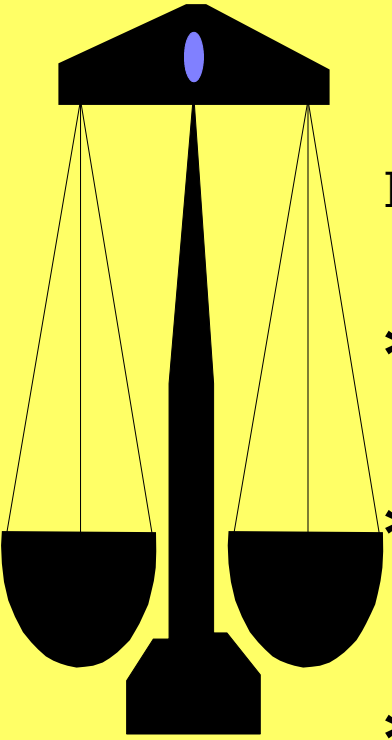
**Occupation**



**Organizational Change**

**Work Habits & Practices**

# Discrimination Complaint Proces



- **Who May File?**
  **(Employee….Applicant….Former Employee….Contract Employee)**

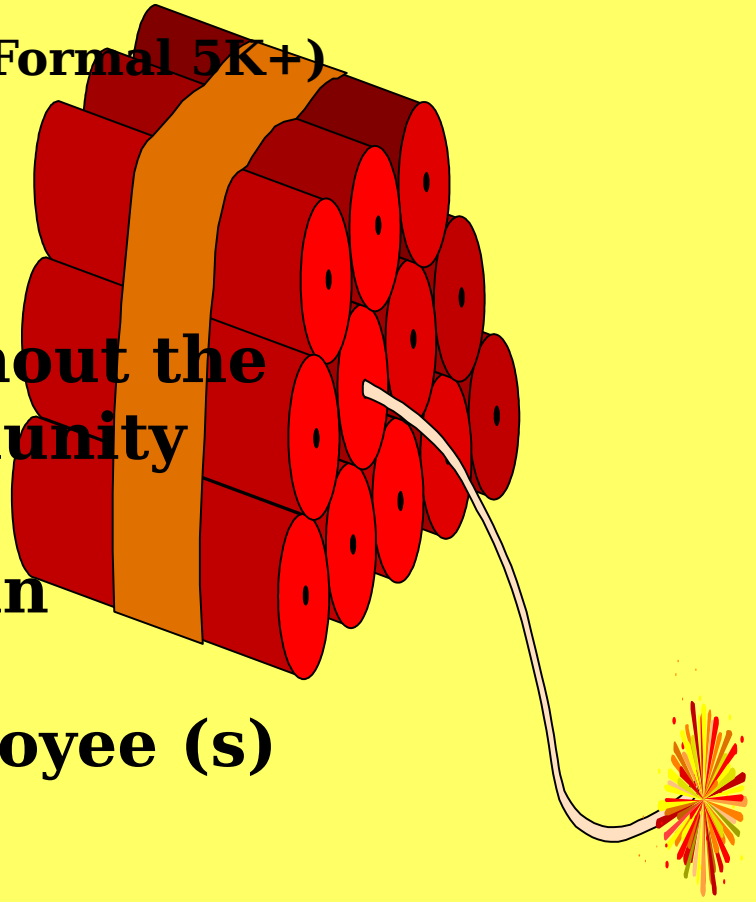
***Complaint Process**

***Alternative Dispute Resolution**
**(Mediation)**

***Sexual Harassment**

# ***Failure to Address Employee EEO Concerns***

* **Costly (Informal $800 +) (Formal 5K+)**
* **Reduced Productivity**
* **Causes Chaos throughout the Workplace and Community**
* **Trust is Hard to Regain**
* **Loss of Valuable Employee (s)**
* **Mission Suffers**



# Responsibilities

## EEO Office

* Manage Complaint Process/ Advisor
* Ensure Complaints are resolved at earliest stage when possible
* Administer/Oversee ADR Program
* Accept/Dismiss Complaints
* Coordinate with OC/HR and appropriate Staff offices

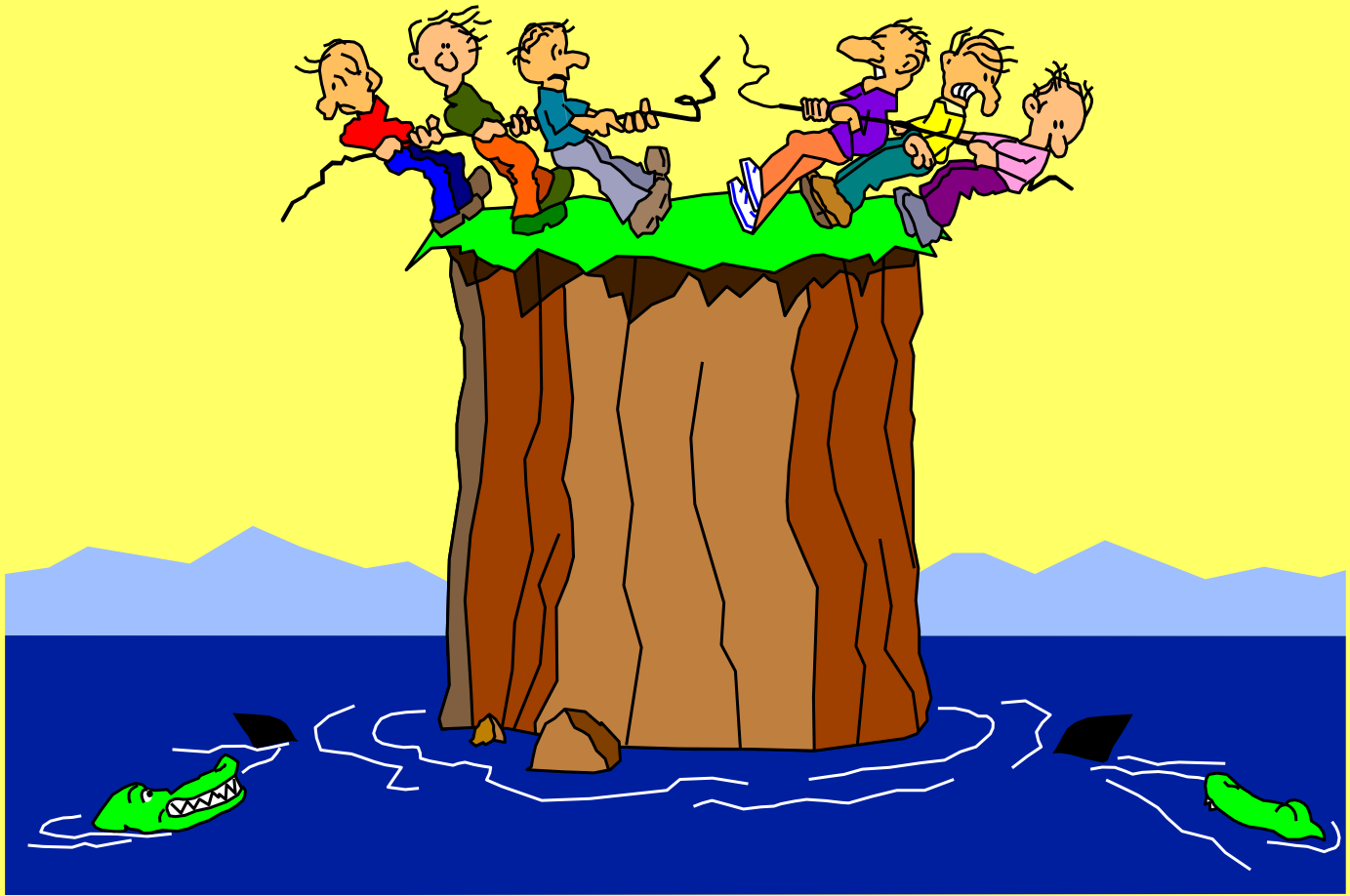
## Office of Counsel

* Provides Legal Advice on EEO matters (CDR/EEO/M
* After formal complaint is filed, Serve as Army Rep
* Coordinate with EEO Office/HR
* Draft or Review Proposed Settlements/Full Relief O

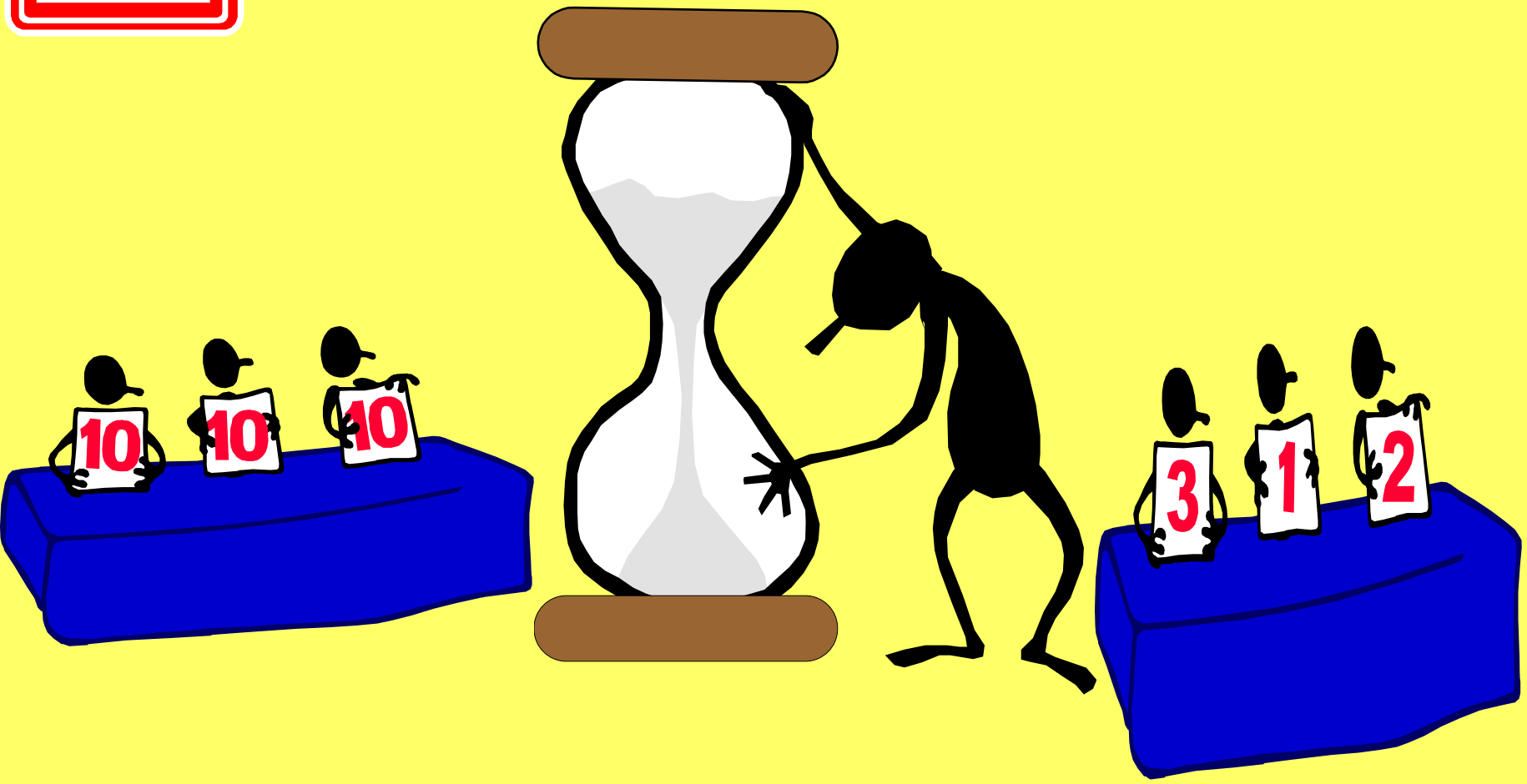
## Human Resource Office (HR)

* Ensure availability of Personnel Records/Docume
* Retain all relevant records
* Regulatory Guidance
* Coordinate with EEO/OC

**ner we are pulling together or we are pu**
**apart. There's really no in-between."**



# MY TIME IS UP !!




# QUESTIONS.....COMMENTS